

CITY COUNTERPROPOSAL TO MEF – PROTECTIVE FOOTWEAR

City Proposed Language:

C-54
5/15/15

ARTICLE 12 WAGES AND SPECIAL PAY

- 12.11 Protective Footwear. The City agrees to reimburse-eligible-employees provide a voucher for the purchase of protective footwear for up to \$150 for full-time-employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the full-time-employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the difference. Employees in classifications who are entitled to receive a uniform allowance as provided in Article 12.10 above are not eligible to receive reimbursement for protective footwear under this provision.